

Progressive Discipline Policy

Approved: 

Date: June 2012

I. Policy

Progressive disciplinary action shall be applied to address job performance, inappropriate behavior, and adherence to Department Policy and Procedure. Progressive discipline does not preclude the use of a more severe disciplinary response when determined appropriate.

II. Purpose

The intent of progressive disciplinary action is to redirect an employee toward improved job performance or to change behaviors of an employee who does not comply with departmental policies and procedures. Most employees need only proper training, Code of Ethics, reinforced performance expectations, and access to departmental rules to be positive and productive employees. Should an employee not perform in accordance with approved performance and behavioral guidelines, prompt progressive disciplinary action is necessary to ensure satisfactory work and a safe, productive work environment.

III. Reference

[Nebraska Supreme Court Personnel Policies and Procedures](#)

IV. Procedure

Supervisory staff imposing disciplinary actions shall follow the procedures outlined in the Nebraska Supreme Court Personnel Policies and Procedures.